



# NUHW NEWS AND VIEWS

Petaluma Valley • Santa Rosa Memorial  
Queen of the Valley • Redwood Memorial • St. Joseph Eureka

**SEPTEMBER 2017**

## VIGIL FOR QUEEN: WORKERS FIGHT FOR UNION

### AROUND THE UNION

Helping elect the next governor of California will be one of our top political priorities of 2018. NUHW stewards will hear from several of the candidates at our Leadership Conference in October and vote on our union's endorsement. The four leading Democratic candidates have responded to our questionnaire and their full responses are posted on our website, [NUHW.org](http://NUHW.org). Be sure to review and share them!

More than 50 treatment technicians, custodians, office assistants, and cooks at **Janus of Santa Cruz**, a nonprofit drug treatment center, voted overwhelmingly to join NUHW in August to improve working conditions, wages, and benefits.

NUHW's rapid growth in Santa Cruz continued a few weeks later when 98 physical, occupational, and speech therapists at **Dignity Health Dominican Hospital** voted to join our union. Workers organized to fight outsourcing and to improve working conditions.

Caregivers formed picket lines at Brius Healthcare-owned **San Rafael Healthcare and Wellness Center** and **Novato Healthcare Center** on August 22 to defend free speech after Brius refused to settle contracts unless workers took down their watchdog website, [BriusWatch.org](http://BriusWatch.org). San Rafael workers struck for the day, while Novato workers organized an informational picket. Caregivers are leery of agreeing to take down the watchdog website when Brius continues to leave their facilities understaffed and under-resourced.

Nearly 150 Queen of the Valley employees, neighbors, and allies, gathered August 25 for a vigil outside the hospital to urge management to work with caregivers to improve working conditions and patient care.

The vigil coincided with an ongoing hearing in federal court into allegations that Queen executives coerced employees and illegally withdrew recognition of their union. Our members sent a crystal clear message at the vigil: we're going to keep fighting for good jobs, fair treatment, safe staffing — and a union to protect us and our patients.

Under the leadership of Providence St. Joseph and CEO Larry Coomes, the hospital is taking in huge profits while understaffing units and making patients endure dangerously long waits for emergency care.



*continued on reverse*



## SONOMA MEMBERS SUPPORT QUEEN CAREGIVERS

Santa Rosa Memorial Hospital and Petaluma Valley Hospital workers stand in solidarity with their brothers and sisters at Queen of the Valley.



## STEWARD SPOTLIGHT: CANDY RAMOS

Candy started working at St. Joseph Hospital Eureka in 2010 as an EVS worker and has been involved in our union for four years. Over 20 years ago, she came to Humboldt County from Mexico with her five children to seek a better life and more opportunities.

Her drive to improve her life and and her family didn't stop there.

At the hospital, she witnessed management treating her co-workers unfairly and at times disrespectfully. After noticing how registered nurses at our hospital use their union to force change and improve their working conditions, Candy wanted the same for other workers at the hospital. She became a leader on our Organizing Committee and Bargaining Committee, helping to win our first contract.

"I wanted to be a steward to give my department a voice and ensure equal treatment," Candy said. "I thank God every day that I have the union."



### HUMBOLDT CONTRACTS AVAILABLE NOW!

Get your copy at our table in the cafeteria, or from a steward or NUHW organizer Daniel Aukerman.

## SONOMA WORKERS FIGHT UNFAIR POLICY

In recent months, management has repeatedly harassed employees in Sonoma County for their physical appearance, backed by secretive and harmful “guidelines” created by Human Resources.

HR claims these illegal guidelines are necessary because patients fear for their safety when they see piercings, tattoos, or colored hair, but cannot provide a single example!

Supervisors, managers, and directors have told union members these guidelines are a waste of time, that they (managers) are being threatened with disciplinary action if they do not enforce the guidelines, and that we should all be focused on patient care instead.

“Are you more concerned with my hair color and tattoos, or my ability to provide excellent patient care?” asks Danielle Foiles, Emergency Department Tech.

We are filing multiple Unfair Labor Practice (ULP) charges and grievances.

We need to focus on patient care instead of trying to punish employees for piercings, tattoos, and hair that we’ve had for years or decades without a problem.



*continued from front, Vigil for Queen*

“How many of you have had to wait to be seen in the ER, when you or a loved one was having an emergency?” Patient Access Representative Gabbi Caro asked vigil participants. “Does that make you angry? It makes me angry.”

Representatives from the offices of Congressman Mike Thompson, State Senator Bill Dodd, Assemblymember Cecilia Aguiar-Curry, Supervisor Alfredo Pedroza, and Napa Councilman Scott Sedgley attended the vigil. Also lending their support were North Bay Jobs with Justice, Napa Valley Democrats, the Napa/Solano Central Labor Council, UNITE HERE! Local 2850, and the Napa Valley Educators Association. KPIX5 reported live from the event.

“We stand with our siblings at Queen of the Valley Medical Center in demanding our most basic values — being treated with respect and the right to bargain fairly,” said Jon Riley, the labor council’s executive director.

The National Labor Relations Board filed a complaint in May accusing Queen management of forcibly changing the schedules of several workers to keep them from participating in union activities and threatening to retaliate against others if they supported the union.

The labor board is requesting Judge Sharon Steckler to order the hospital to bargain in good faith and hold meetings to inform workers how their rights were violated. A ruling is expected within the next two months.

The hospital has already lost two appeals of the union vote, and is now threatening to sue the federal labor board to overturn the outcome.

During the vigil, Karen McNair, a Queen nurse and member of the Napa County Democratic Central Committee, urged her colleagues not to succumb to the hospital’s heavy-handed tactics.

“The bottom line is that working people deserve respect and fair treatment on the job,” McNair said. “Management wants to demoralize you, but you are stronger than they are. We are with you every step of the way — never stop fighting.”



### For more information, contact your NUHW organizers.

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